



MAJOR ORGANISATIONAL CHANGE

[Clause 7.10 of the University of Adelaide Enterprise Agreement 2017-2021, outlines the steps that the University will take when undertaking major organisational change. This information sheet provides a summary of key aspects of the clause.](#)

Key Points:

- ❖ Streamlined consultation and decision making process
- ❖ Reinforces the commitment to communication

For major changes to the:

- *composition or profile of a Faculty, School, Division, or Branch*
- *operation of the University or size of the University's workforce*
- *skills/capabilities required of staff*

that may have a significant effect on staff the University is committed to provide staff with information about that change, and the opportunity to influence the decision maker with genuine consideration being given to the views of affected staff members.

The Enterprise Agreement provides for a 2-stage change process that ensures that affected staff are provided with relevant information from the beginning of the process.

In the first stage, staff will be advised that the University has made an in-principle decision to make major organisational change and be provided with a Draft Change Proposal outlining the reasons for the change. The Draft Change Proposal will include details such as the implications for staff members directly affected, the timing and nature of consultation and proposals to mitigate any negative effects. The University will convene a meeting to give staff an opportunity to provide feedback about the Draft Change Proposal and will give feedback on matters raised by affected staff members through the change process.

In the second stage, staff will receive notification that the decision has been made to proceed with a major change and receive a Final Change Plan that contains the details of that decision and how the change will be implemented.